



SOUTHCO

COMMERCIAL CURB APPEAL
EST. 1990

EMPLOYMENT APPLICATION

Our company is an equal opportunity employer and will consider all applicants for all positions equally without regard to race, age, sex, color, religion, national origin, veteran status or disability. This application will be given every consideration, but its receipt does not imply that the applicant will be employed. Each question should be answered in a complete and accurate manner as no action can be taken on this application until all questions have been answered. The company requests three (3) days advance notice for any accommodations necessary to complete the application process. The company will make every reasonable effort to provide an effective accommodation, if feasible.

Name: _____ Date: _____

Home Phone: _____ Cell Phone: _____

Address: _____ City: _____ State: _____ Zip: _____

Email: _____

Are you legally authorized to work in the U.S. for any employer? Yes No Are you 18 years of age or older? Yes No

Have you ever been convicted of, plead guilty to, or served probation for any crime (excluding minor traffic violations)?

Yes No *If yes, state the offense, location, date and disposition: _____

If the position requires, are you available and willing to: Travel for work Yes No Work overtime: Yes No

Would you be willing to relocate? Yes No

Employment Desired: _____

Are you seeking: Full-Time Part-Time Temporary Summer Employment Other _____

Position Applied for: _____ Salary Desired: _____

Do you have any friends/relatives working for our company? Yes No *If yes, whom?: _____

Have you ever applied and/or worked for our company? Yes No

*If yes, please state the date, location, and position for which you applied and/or worked? _____

How did you learn of our company and/or position? _____

Are you currently or do you expect to be engaged in any other business or employment? Yes No

Are there any days or hours you would be unable or unwilling to work? Yes No

*If yes, please specify those days and/or hours: _____

Are you able to perform the essential functions of the position you are applying for, with or without accommodations? Yes No

Use the space below to describe why you are interested in working for our company. List the skills and abilities which you feel particularly qualify you for a position with us. If you need more space, please continue on a separate sheet of paper.

Provide three (3) references (NOT) relatives or former employers:

NAME	RELATIONSHIP	ADDRESS	PHONE & EMAIL

I certify that my answers to the foregoing questions are true and correct without any consequential omissions of any kind whatsoever. I also understand that I may be required to complete additional testing to fulfill the application process. I understand that if I am employed, any false, misleading, or otherwise incorrect statements made on this application or during any interviews may be grounds for immediate termination.

I hereby authorize Southco to contact any organization or individual it deems appropriate to investigate my employment history, character and qualifications, and I give my full and complete consent for them to reveal any and all information they wish as a result of this investigation. In addition, I hereby waive my right to bring any cause of action against those individuals for defamation, invasion of privacy or any other reason because of their statements.

I AGREE THAT, IF I AM EMPLOYED, I WILL ABIDE BY ALL POLICIES, RULES AND REGULATIONS OF THE COMPANY. I UNDERSTAND THAT THE PARTICIPATION IN DRUG AND ALCOHOL TESTS, WHEN GIVEN PURSUANT TO COMPANY POLICY, ARE A CONDITION OF CONTINUED EMPLOYMENT, AND REFUSAL TO TAKE SUCH TESTS WHEN ASKED WILL BE GROUNDS FOR IMMEDIATE TERMINATION. I FURTHER UNDERSTAND THAT NO INDIVIDUAL IN THE COMPANY IS AUTHORIZED TO ENTER INTO ANY WRITTEN OR VERBAL CONTRACT OF EMPLOYMENT WITH ME FOR A DEFINED PERIOD OF TIME WITHOUT THE CONSENT OF THE OWNER AND/OR PRESIDENT OF THE COMPANY. I ALSO UNDERSTAND THAT MY EMPLOYMENT IS "AT-WILL" AND MAY BE TERMINATED BY MYSELF OR BY THE COMPANY AT ANY TIME FOR ANY REASON OR NO REASON AT ALL, WITH OR WITHOUT PRIOR NOTICE.

SIGNATURE _____ DATE _____